



**Shrewsbury Public Schools  
Massachusetts 01545**

**Patrick C. Collins  
Director of Business Services**

October 17, 2003

To: All Teachers  
Fm: Patrick C. Collins

Subj: Teacher Contract Settlement & Retroactive Pay

In an effort to inform each of you on the derivation of your retroactive salary and verify your new bi-weekly amount we have included a simple formula for you and printed the new salary schedule as part of this letter. If you have specific questions you can e-mail them to Denise LaValle at [dlavalle@th.ci.shrewsbury.ma.us](mailto:dlavalle@th.ci.shrewsbury.ma.us) or call her at x8401.

To verify your retroactive pay and new bi-weekly amount follow these steps.

1. Multiply your "old" bi-weekly amount from your October 15<sup>th</sup> paycheck by 4:  $\$ \boxed{\phantom{0000}} \times \boxed{4} = \$ \boxed{\phantom{0000}}$  **A**
2. Multiply your "new" bi-weekly amount from your October 29<sup>th</sup> paycheck by 22:  $\$ \boxed{\phantom{0000}} \times \boxed{22} = \$ \boxed{\phantom{0000}}$  **B**
3. List the separately identified retroactive pay amount from your October 29<sup>th</sup> paycheck:  $\$ \boxed{\phantom{0000}}$   $\$ \boxed{\phantom{0000}}$  **C**
4. Add amounts on lines A, B, and C  $\$ \boxed{\phantom{0000}}$  **D**

This is your total annual pay for the 2003-2004 school year. Match this amount with the salary in your step and lane in the new pay scale printed on the next page.

***\* Variances will occur for those whose salary was reduced for some reason, started the school year late, had a maternity leave, or had some type of unpaid leave during the first two months of school. This formula does not pertain to long-term substitutes.***

*The Shrewsbury Public Schools in partnership with the community, will provide students with the skills and knowledge for the 21<sup>st</sup> century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.*

2003-2004 SCHOOL YEAR								
Step		B	B+15	M	M+15	M+30	M+45	M+60
1	\$	33,924	\$ 35,281	\$ 37,453	\$ 38,809	\$ 40,710	\$ 42,066	\$ 43,423
2	\$	36,095	\$ 37,777	\$ 40,031	\$ 41,523	\$ 43,152	\$ 44,644	\$ 46,273
3	\$	37,316	\$ 38,877	\$ 41,387	\$ 42,881	\$ 44,508	\$ 46,002	\$ 47,629
4	\$	38,538	\$ 40,166	\$ 42,202	\$ 44,102	\$ 45,730	\$ 47,358	\$ 48,715
5	\$	39,760	\$ 41,387	\$ 43,559	\$ 45,323	\$ 46,952	\$ 48,444	\$ 49,801
6	\$	40,981	\$ 42,608	\$ 44,779	\$ 46,409	\$ 48,037	\$ 49,666	\$ 51,022
7	\$	42,745	\$ 44,508	\$ 46,680	\$ 48,308	\$ 49,936	\$ 51,430	\$ 52,921
8	\$	44,237	\$ 45,865	\$ 48,173	\$ 49,801	\$ 51,430	\$ 52,786	\$ 54,415
9	\$	45,865	\$ 47,222	\$ 49,530	\$ 50,806	\$ 52,786	\$ 54,415	\$ 55,771
10	\$	47,629	\$ 49,123	\$ 51,158	\$ 53,194	\$ 54,822	\$ 56,178	\$ 57,672
11	\$	49,394	\$ 50,886	\$ 53,329	\$ 54,958	\$ 56,586	\$ 58,079	\$ 59,435
12	\$	52,651	\$ 54,007	\$ 56,857	\$ 58,214	\$ 59,707	\$ 60,793	\$ 62,420
13	\$	54,415	\$ 55,907	\$ 58,350	\$ 59,843	\$ 61,607	\$ 63,100	\$ 64,864
14	\$	55,229	\$ 56,857	\$ 59,028	\$ 60,793	\$ 62,420	\$ 63,914	\$ 65,814
15	\$	56,043	\$ 57,672	\$ 59,707	\$ 62,420	\$ 63,779	\$ 64,864	\$ 66,492
16	\$	59,687	\$ 61,316	\$ 63,340	\$ 65,386	\$ 67,694	\$ 68,508	\$ 70,136